



MICHIGAN STATE HOUSING DEVELOPMENT AUTHORITY

EQUAL EMPLOYMENT OPPORTUNITY GOAL REQUIREMENTS

General Contractors and Subcontractors/Lower-Tier Subcontractors who are constructing Michigan State Housing Development Authority (MSHDA) financed housing developments are required by state law (Section 46 of Act 346 of the Public Acts of 1966, as amended) to undertake equal opportunity for employment without discrimination as to sex, race, religion, color, national origin, age, individuals with disabilities, or marital status. All contractors working on MSHDA financed developments must implement a MSHDA approved Equal Employment Opportunity Plan.

MSHDA's Director of the Office of Construction Management/EEO will evaluate whether a contractor has satisfactorily met equal employment opportunity goals. If a contractor does not satisfactorily meet the goals or has not "taken all feasible steps and made a good-faith effort to achieve the equal employment opportunity goals (including, but not limited to requesting assistance from this Office,)" then a determination of "non-awardable" may be made.

If the contractor fails to meet the established equal employment opportunity goals for employment of minority-skilled trades people or female skilled trades people or to demonstrate a good faith effort to achieve these goals, the contractor will be non-awardable for a period of two years. This determination will be made by the Director of the Office of Construction Management/EEO based on a review of documented performance with respect to the MSHDA financed housing development.

The period of two years is defined as two calendar years following the date of 95% completion of the housing development for which equal employment opportunity goals were not met.